



Emerging Markets Research Project Year-end Report

*Prepared for the
California Public Employees
Retirement System (CalPERS)
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I. INTRODUCTION

The purpose of this study is to assist the California Public Employees Retirement System (CalPERS) with investment decision-making for emerging markets as outlined in Contract Number 2000-2387. This study of country-level compliance with international labor standards will be incorporated into Wilshire Associates' framework for its Overall Scoring Summary of permissible equity markets.

In 2000 CalPERS contracted with Verité, a non-profit organization, to provide a quantitative ranking of 27 countries based on labor conditions, adherence to United Nations' standards and governmental efforts to address problems in the following five areas:

- Freedom of Association and Collective Bargaining
- Forced Labor
- Child Labor
- Equality/Discrimination
- Conditions of Work

In its eight year history, Verité has conducted more than 1000 audits of factories in over 60 countries, interviewing over 18,000 workers and thousands of factory managers and supervisors in the process. In addition, Verité has developed an extensive, worldwide network of international coordinators, auditors and worker interviewers from in-country human-rights organizations and independent non-governmental organizations to help in its fact-finding and assessments. Verité has brought this experience to bear in gathering and analyzing information for CalPERS on country-level compliance with internationally accepted core labor standards.

This report presents the results of the third year of study. These results are the outcome of analysis of information gathered through in-country research and "desk studies" that incorporated publicly-available data, findings from confidential interviews and consultations, and conclusions derived from factory audits carried out by Verité.

As described in the following pages, country rankings and levels of overall compliance shifted marginally in 2003 – the average change in aggregate compliance from 2002 was 2.8 percentage points. Many countries did not change their rank in comparison to other countries in the study. Some moved up or down slightly in placement, by one to five places. These shifts were due to developments in legislative frameworks and inspections regimes, and changes in labor conditions on the ground.

The following sections describe the framework, methodology, and findings of this year's study.

II. FRAMEWORK FOR COUNTRY ASSESSMENTS

A. Focus on the Formal Sector

This third year of study again focuses on illegal or problematic conditions of employment in formal, legitimate economic sectors in each of the 27 countries of interest to CalPERS. The study does not address labor or human rights abuses in the informal sector of the economy or those related to employment in illegal industries.

There are several reasons for this focus. While the informal sector is a major part of the economies in many of the countries studied, the investment of concern to this report will be focused in the formal sector. The informal sector, by definition an unregulated area of the economy,¹ plays only an indirect role in international investment and trade. Furthermore, information on the informal sector is difficult to gather and compare. Country data on the informal sector is a function of how the sector is defined by a particular national statistical agency, and those definitions can vary significantly from one another, which makes data unreliable for comparison.

It is furthermore difficult to generalize about conditions in the informal sector. While it is true that informal sector businesses can engage in abusive labor practices and are often beyond the reach of national law and government capacity, the sector also houses individual and collective work arrangements akin to entrepreneurial enterprises.² Although practices in informal businesses can effectively lower labor standards in legitimate businesses, low standards are not necessarily the rule in the informal sector, given its diversity. However, statistical information that would allow researchers to distinguish between worrisome work practices on the one hand and acceptable work arrangements on the other is unavailable, and the anecdotal information that is available is inconsistent and unreliable.

Throughout the world, illegal activities – such as the trafficking of women and children for sexual purposes – are of significant human-rights concern. However, their impact upon labor conditions in aggregate, in any particular country, is minimal; their scale and range are difficult to document; and their relevance to international trade and investment is small. Furthermore, the absence of accurate numbers makes any assessment of such industries unreliable.

Consequently, due not only to the unreliability of data regarding employment in informal or illegal industries but also to their limited impact upon foreign investment, this study focuses only on the legal, formal sector in each of the 27 countries studied.

¹ For a preliminary discussion of the informal sector, see the ILO “Employment: Informal Sector” <<http://www.ilo.org/public/english/employment/skills/informal/who.htm>>.

² John C. Cross, Ph.D. “Organizing the Informal Sector, Notes From the Field.” April 2000. <<http://www.openair.org/cross/ILOpaper.htm>>.

B. Definitions and Benchmarks for International Labor Standards

As in past years of this study, the core of Verité’s assessment was the eight International Labor Organization (ILO) Conventions identified by that agency as the Fundamental Conventions.³ These eight conventions cover four areas of labor practice, with two conventions each addressing Freedom of Association and Collective Bargaining, Forced Labor, Child Labor, and Equality/Discrimination. The eight fundamental conventions, also known as the “core” conventions, establish international standards for treatment of workers. The table below lists the titles of the eight Fundamental Conventions that formed the basis of this study.⁴

Fundamental Conventions of the International Labor Organization	
The Elimination of Child Labor	<ul style="list-style-type: none"> • Minimum Age Convention, 1973 (Convention 138) • Worst Forms of Child Labor Convention, 1999 (Convention 182)
The Abolition of Forced Labor	<ul style="list-style-type: none"> • Forced Labor Convention, 1930 (Convention 29) • Abolition of Forced Labor Convention, 1957 (Convention 105)
Freedom of Association and Collective Bargaining	<ul style="list-style-type: none"> • Freedom of Association and Protection of the Right to Organize Convention, 1948 (Convention 87) • Right to Organize and Collective Bargaining Convention, 1949 (Convention 98)
Equality/Discrimination	<ul style="list-style-type: none"> • Discrimination (Employment and Occupation) Convention, 1958 (Convention 111) • Equal Remuneration Convention, 1951 (Convention 100)

In addition to examining acceptance of, compliance with and implementation of the ILO fundamental conventions, Verité researched health and safety; wages and hours of work; status of foreign contract labor; and the impact of export processing zones on labor conditions. These issues, referred to throughout this study as “conditions of work,” are not directly related to the fundamental conventions. They are vital to an assessment of labor conditions in each country, as they define the direct experience of workers. Particular attention is paid to health and safety and wage issues, which affect

³ The International Labor Organization is the United Nations agency which “seeks the promotion of social justice and internationally recognized human and labor rights.” Responsibilities of the ILO include the formulation of international labor standards in the form of Conventions and Recommendations; setting minimum standards for basic labor rights, including freedom of association, the right to organize, collective bargaining, abolition of forced labor, equality of opportunity and treatment, and others. The ILO also provides technical assistance to countries and labor and employers’ organizations in a range of fields. Within the UN system, the ILO has a unique tripartite structure with workers and employers participating as equal partners with governments in the work of its governing organs. For more on the ILO refer to <<http://www.ilo.org>>.

⁴ For more on international labor standards, including links to the text of the eight Fundamental Conventions, refer to <<http://www.ilo.org/public/english/standards/norm/index.htm>>.

substantially all workers and therefore are a broad indication of the effectiveness of a country's labor protections.

Verité considers foreign contract labor to be an issue of concern when workers are imported by formal, legal arrangements either between governments or through formal employment brokers; and when workers' employment contracts are concluded between the worker and a third party. In Verité's experience, these foreign contract workers are frequently denied freedom of movement within the destination country, often illegally. More frequently than the general working population foreign contract workers face wage and hour discrimination, limited job opportunities, sexual harassment, barriers to union formation or affiliation, mandatory pregnancy testing and physical abuse.

III. METHODOLOGY

In gathering and analyzing information for this year's study, Verité replicated the approach used during the first two years of research. This approach was developed through consultations with Verité's global network, including both its US-based staff and its overseas regional coordinators, as well as outside reviewers from CalPERS, Wilshire and other stakeholders.

Verité's approach has been to gather information about labor conditions from a wide range of sources, both public and private, and to filter that information through institutional experience formed during factory audits and worker interviews in more than 60 countries. The information gathered from the range of publicly available, proprietary and confidential sources is organized into relevant categories to answer 42 indicator questions.

The fact-finding and analysis process included:

- Conducting in-country interviews and consultations with key decision-makers in government, business, labor-union and non-governmental sectors, as well as other labor experts, in each of the 27 countries of interest to CalPERS. In-country interviewers used a standardized questionnaire whose purpose was to ensure uniformity and consistency. Each respondent received the same set of questions and was asked to respond on a common set of issues.
- Conducting in-country research into local labor conditions, governmental policies, governmental and non-governmental programs, and national laws and regulations. Most of the sources used to identify local conditions were available only in local languages.
- Performing desk research and analysis on country conditions, government policies, laws and compliance with international standards. Carried out by Verité's full-time staff members, the desk research relied on both primary and secondary sources. Primary sources included proprietary information gathered directly by Verité during the course of over 1000 factory audits worldwide. Secondary sources included reports and analyses from governments; international organizations such as the International

Labor Organization (ILO) and other UN organizations, the World Bank, and the International Monetary Fund; labor unions and labor union associations; businesses and business associations; and non-governmental organizations involved in workers' issues, human rights, and economic policy.

- Scoring the countries based on the in-country interviews and desk analysis. All information was used to assess country performance against a fixed standard – the relevant ILO core conventions and, for conditions of work, international norms. Verité's assessment relied heavily on qualitative interpretation and comparison to other countries in the study. Where sources disagreed, Verité researchers relied on institutional experience and the opinions of in-country consultants to determine which sources should be given the most weight as the best measures of country performance. Full information on the scoring and weighting for each indicator is provided in Appendix B.

See Appendix A for a list of project staff and Steering Committee members; and Appendix C for a list of general references and in-country sources.

IV. FINDINGS

This section briefly compares the overall findings of this year's study to those of 2002. It also contains tables providing detailed assessments for each of the 27 countries covered in the study.

Country rankings and levels of overall compliance shifted marginally from 2002 – the average change in aggregate compliance was 2.8 percentage points. Many countries did not change their rank vis-à-vis the other countries in the study. Some moved up or down slightly in placement, by one to five places. See Table 8 for a comparison of aggregate country compliance levels in 2002 and 2003.

Countries with high overall rankings in 2001 and 2002 maintained these rankings – there were no shifts in placement among countries scoring higher than 70% compliance. Two countries fell below 50% compliance in 2003: Egypt and Malaysia. Colombia fell to the 50-60% compliance range, while the Philippines moved from this range up to the 60-70% compliance level. Reasons for these particular shifts are described below.

Overall, changes in this year's scores can be traced to two factors:

- A change – positive or negative – in country performance on key issues: e.g., several countries enacted new labor legislation, and one country bolstered its inspections regime; other countries experienced deteriorating civil liberties or increasing violence against trade unionists.
- Accumulated experience with the countries in the study. In certain cases, new or expanded data changed Verité researcher perceptions of the effectiveness of government efforts and programs or general levels of compliance, and led to a more

lenient or harsher assessment. In this regard current scores are the result of three years of assessment rather than a snapshot of year 3 alone.

Some notable developments among the 27 countries include:

Positive

- ⇒ Newly added provisions on sexual harassment in Turkey's labor legislation improved this country's performance under Laws & Legal System.
- ⇒ A 2002 report of the Committee on the Elimination of Discrimination Against Women indicates that the wage gap between men and women in Russia is roughly 65%; this represents an improvement from past reports and was a large enough increase to better Russia's Implementation score under Verité's scoring framework. Russia's score also improved because of its recent ratification of the ILO's Convention 182 on the worst forms of child labor, and the continued willingness on the part of the Russian government to collaborate with the ILO on child labor issues in general.
- ⇒ The creation by the Government of the Philippines of a team to monitor compliance with ILO Convention 182, as well as the adoption and launch of several programs to combat child labor, improved this country's Implementation score.
- ⇒ Reports of increased resources for inspections and improvement in coverage led to a rise in Sri Lanka's score for government capacity. This combined with the ratification of Convention 105 on July 1, 2003 contributed to a significant improvement Sri Lanka's score.

Negative

- ⇒ Increased clarity in reports of abuses among foreign contract laborers in Thailand – particularly related to excessive overtime – resulted in a deduction for Thailand in the Implementation section of the report. When considered in conjunction with increased reports of government harassment and surveillance of NGOs working on politically sensitive issues such as the Burmese democracy movement, this shift had the effect of lowering Thailand's rank from the second to the third tier of countries.
- ⇒ Reports of harassment and abuse toward foreign contract workers in Jordan led to a deduction in the Implementation category for this country.
- ⇒ Pakistan dropped from 26th to 27th place among the countries under study, largely because of a provision in the new Industrial Relations Ordinance of 2002 providing the government to suspend the rights (including those to freedom of association) contained in the Ordinance to any establishment for a period of up to six months.
- ⇒ Colombia's performance deteriorated slightly this year, in part due to reports of the Government's use of special powers granted under the state of emergency declared in August 2002 to place increased pressure and restrictions on NGOs.
- ⇒ Similarly, in Israel reports of increased harassment by IDF soldiers and heightened difficulty in gaining permission for expatriate staff of NGOs and international human

rights groups to enter the country resulted in a lowering of Israel's score in Institutional Capacity.

- ⇒ In Egypt, a local assessment of inspection capacity in two regions found extraordinarily high ratios of workplaces to inspector and at least one instance of physical assault on inspectors. These new findings led to a decrease in Egypt's score for Institutional Capacity.
- ⇒ In the past year, the Minister of Human Resources of Malaysia has held up the referral of 20 cases of wrongful dismissal to the Industrial Court. The backlogs resulting from the requirement that wrongful dismissal cases be vetted by the Minister have led to deterioration in Malaysia's score under Institutional Capacity.

Several trends notable from this year's analysis are worthy of mention:

- ⇒ Severe economic hardship in several countries, notably Argentina and Russia, has led to decentralization (formal or non-formal) of responsibility for inspections from the national government to the regions. This results in inspections regimes of widely varying quality and coverage.
- ⇒ Disagreements in approach toward labor standards violations between national-level governments and regional governments continued to hamper national-level efforts to address such issues as child labor and forced labor. This was particularly the case in India, Pakistan, and Brazil.
- ⇒ Security concerns in Colombia, Indonesia, Russia, and Thailand, among other countries, encroached on the protection of civil liberties and union freedom.
- ⇒ New labor codes or laws were adopted in many of the countries under study, including Egypt, Indonesia, Morocco, Peru, and Turkey. In most cases, these new legal provisions offer gains in the right to associate freely, bargain collectively, and/or strike, but at the same time erode these rights through provision of key exemptions and exceptions, notably for temporary and short-term contract workers. Labor standards in other areas – such as minimum wage, overtime and benefits requirements – were often similarly weakened for temporary and short-term contract workers. In general, temporary, subcontracting, and short-term work arrangements are proliferating across the globe. While these arrangements are often framed as ways of increasing a country's global competitiveness and stimulating economic growth, such employment arrangements subvert existing collective bargaining contracts, weaken or break unions, and pay employees less than the minimum wages and overtime compensation normally required by law.

The following tables present the details of the scoring. For the purposes of country comparison, Table 1 presents the summary most useful for an aggregation of the Labor Protections factor with others Country and Market factors. This is due to Taiwan's ineligibility to ratify ILO Conventions, and subsequent total potential score in our study of 36 points, rather than the 40 point potential for other countries.

1. Overall Rank

This table presents the aggregate percentage compliance scores for each country.

Country	Percentage
Hungary	90.6%
Czech Rep	84.8%
Poland	81.7%
Israel	75.3%
Argentina	74.0%
Chile	73.6%
South Africa	73.6%
Korea (Republic of)	73.2%
Taiwan	71.6%
Peru	66.1%
Venezuela	63.6%
Brazil	63.0%
Jordan	61.9%
Philippines	60.6%
Turkey	59.9%
Colombia	58.4%
Sri Lanka	56.4%
Mexico	53.2%
Thailand	52.7%
Morocco	52.6%
Russia	49.7%
Egypt	47.9%
Malaysia	44.8%
Indonesia	44.3%
India	39.8%
China	39.6%
Pakistan	37.1%

2. Category Scores

Countries are listed in alphabetical order. Category totals are provided for each country. Please note that Taiwan's score of 25.8 is derived from a total potential score of 36 rather than 40, making this table inappropriate for comparison among all countries on the basis of Total scores.

Country	ILO Conventions	Laws	Institutional Capacity	Implementation	Contract Labor	TOTAL
	Out of 4 points	Out of 10 points	Out of 6 points	Out of 20 points	1 point deduction	Out of 40 points ⁵
Argentina	4.0	9.3	2.8	13.5	0	29.6
Brazil	3.5	9.1	2.8	9.8	0	25.2
Chile	4.0	6.4	2.8	16.2	0	29.4
China	1.5	7.1	1.6	5.7	0	15.8
Colombia	3.5	7.6	0.4	11.9	0	23.3
Czech Republic	3.5	8.5	4.4	17.6	0	33.9
Egypt	4.0	6.6	0.4	8.2	0	19.2
Hungary	4.0	9.2	4.4	18.7	0	36.3
India	2.0	7.8	1.2	5.0	0	15.9
Indonesia	4.0	8.4	0.4	4.9	0	17.7
Israel	3.5	8.8	2.4	16.5	-1	30.1
Jordan	3.5	7.9	2.0	12.4	-1	24.8
Korea (Republic of)	2.0	8.8	2.8	16.7	-1	29.3
Malaysia	2.5	4.8	0.4	11.2	-1	17.9
Mexico	3.0	8.7	2.4	8.2	-1	21.3
Morocco	3.5	5.9	2.4	9.3	0	21.0
Pakistan	3.5	4.6	0.8	6.0	0	14.8
Peru	4.0	7.3	2.8	12.4	0	26.4
Philippines	3.5	8.2	2.8	9.7	0	24.2
Poland	4.0	8.2	2.8	17.7	0	32.7
Russia	4.0	8.4	0.4	7.1	0	19.9
South Africa	4.0	9.1	2.8	14.6	-1	29.4
Sri Lanka	4.0	6.0	2.4	10.2	0	22.6
Taiwan	N/A	8.6	2.8	15.4	-1	25.8 (out of 36 points)
Thailand	2.0	8.1	2.4	9.6	-1	21.1
Turkey	4.0	7.4	2.0	10.6	0	24.0
Venezuela	3.5	8.6	2.4	10.9	0	25.5

⁵ Taiwan is scored from a total of 36 points because it is not a member of the United Nations and therefore is not eligible to ratify ILO Conventions.

3. Convention Ratifications

This table provides the details of the ILO Ratification score by identifying which conventions have been ratified by each country.

Country	C138	C182	C29	C105	C87	C98	C100	C111	Convention total points (out of 4)
<i>Each convention ratification equally weighted at 0.5 points.</i>									
Argentina	y	y	y	y	y	y	y	y	4.0
Brazil	y	y	y	y	n	y	y	y	3.5
Chile	y	y	y	y	y	y	y	y	4.0
China	y	y	n	n	n	n	y	n	1.5
Colombia	y	n	y	y	y	y	y	y	3.5
Czech Republic	n	y	y	y	y	y	y	y	3.5
Egypt	y	y	y	y	y	y	y	y	4.0
Hungary	y	y	y	y	y	y	y	y	4.0
India	n	n	y	y	n	n	y	y	2.0
Indonesia	y	y	y	y	y	y	y	y	4.0
Israel	y	n	y	y	y	y	y	y	3.5
Jordan	y	y	y	y	n	y	y	y	3.5
Korea (Republic of)	y	y	n	n	n	n	y	y	2.0
Malaysia	y	y	y	n	n	y	y	n	2.5
Mexico	n	y	y	y	y	n	y	y	3.0
Morocco	y	y	y	y	n	y	y	y	3.5
Pakistan	n	y	y	y	y	y	y	y	3.5
Peru	y	y	y	y	y	y	y	y	4.0
Philippines	y	y	n	y	y	y	y	y	3.5
Poland	y	y	y	y	y	y	y	y	4.0
Russia	y	y	y	y	y	y	y	y	4.0
South Africa	y	y	y	y	y	y	y	y	4.0
Sri Lanka	y	y	y	y	y	y	y	y	4.0
Taiwan ⁶									N/A
Thailand	n	y	y	y	n	n	y	n	2.0
Turkey	y	y	y	y	y	y	y	y	4.0
Venezuela	y	n	y	y	y	y	y	y	3.5

⁶ Not a UN member, Taiwan is not eligible to ratify ILO Conventions.

4. Laws and Legal System: Sub-Category Percentages

This table includes the percentages for each subcategory, which were weighted and combined to establish the percentage score for the Laws and Legal System category.

Subcategory Weights	Convention-Related Legislation (75% of category)				Conditions of Work Legislation (25% of category)	Total Legal %
Section Weights	Freedom of Association	Forced Labor	Child Labor	Equality		
Country	<i>25% of subtotal</i>	<i>25% of subtotal</i>	<i>25% of subtotal</i>	<i>25% of subtotal</i>		
Argentina	80.0%	83.3%	100.0%	100.0%	100.0%	93.1%
Brazil	70.0%	83.3%	100.0%	100.0%	100.0%	91.3%
Chile	75.0%	83.3%	100.0%	16.7%	50.0%	64.1%
China	45.0%	16.7%	100.0%	83.3%	100.0%	70.9%
Colombia	70.0%	33.3%	83.3%	83.3%	100.0%	75.6%
Czech Republic	85.0%	50.0%	100.0%	83.3%	100.0%	84.7%
Egypt	35.7%	33.3%	83.3%	66.7%	100.0%	66.1%
Hungary	90.0%	83.3%	100.0%	83.3%	100.0%	91.9%
India	65.0%	83.3%	50.0%	83.3%	100.0%	77.8%
Indonesia	65.0%	83.3%	100.0%	66.7%	100.0%	84.1%
Israel	85.0%	66.7%	83.3%	100.0%	100.0%	87.8%
Jordan	70.0%	66.7%	100.0%	50.0%	100.0%	78.8%
Korea (Republic of)	70.0%	83.3%	100.0%	83.3%	100.0%	88.1%
Malaysia	55.0%	16.7%	83.3%	33.3%	50.0%	47.8%
Mexico	80.0%	83.3%	66.7%	100.0%	100.0%	86.9%
Morocco	80.0%	33.3%	66.7%	33.3%	75.0%	58.8%
Pakistan	55.0%	50.0%	50.0%	16.7%	75.0%	50.9%
Peru	70.0%	83.3%	50.0%	50.0%	100.0%	72.5%
Philippines	70.0%	50.0%	100.0%	83.3%	100.0%	81.9%
Poland	85.0%	50.0%	83.3%	83.3%	100.0%	81.6%
Russia	80.0%	83.3%	100.0%	83.3%	75.0%	83.8%
South Africa	100.0%	83.3%	100.0%	66.7%	100.0%	90.6%
Sri Lanka	70.0%	33.3%	50.0%	33.3%	100.0%	60.0%
Taiwan	60.0%	83.3%	100.0%	83.3%	100.0%	86.3%
Thailand	65.0%	50.0%	100.0%	83.3%	100.0%	80.9%
Turkey	60.0%	50.0%	83.3%	66.7%	100.0%	73.8%
Venezuela	60.0%	83.3%	100.0%	83.3%	100.0%	86.3%

5. Laws and Legal System: Deduction and Final Category Score

This table provides the adjustments and deductions (if any) from the laws and legal category.

Country	Total Legal % (from Table 4)	Deduction for Legal Suspension of Freedom of Association in EPZs	Final Legal Score (out of 10 points)
Argentina	93.1%		9.31
Brazil	91.3%		9.13
Chile	64.1%		6.41
China	70.9%		7.09
Colombia	75.6%		7.56
Czech Republic	84.7%		8.47
Egypt	66.1%		6.61
Hungary	91.9%		9.19
India	77.8%		7.78
Indonesia	84.1%		8.41
Israel	87.8%		8.78
Jordan	78.8%		7.88
Korea (Republic of)	88.1%		8.81
Malaysia	47.8%		4.78
Mexico	86.9%		8.69
Morocco	58.8%		5.88
Pakistan	50.9%	-0.5	4.59
Peru	72.5%		7.25
Philippines	81.9%		8.19
Poland	81.6%		8.16
Russia	83.8%		8.38
South Africa	90.6%		9.06
Sri Lanka	60.0%		6.00
Taiwan	86.3%		8.63
Thailand	80.9%		8.09
Turkey	73.8%		7.38
Venezuela	86.3%		8.63

6. Institutional Capacity: Sub-Category Percentages

This table details the percentages for subcategories within the Institutional Capacity category, which were weighted and combined to establish the percentage score for the Institutional Capacity category.

Country	Government Capacity %	NGO Freedom Percentage %	Institutional Capacity Total %
	<i>80% of total</i>	<i>20% of total</i>	
Argentina	33%	100%	46.7%
Brazil	33%	100%	46.7%
Chile	33%	100%	46.7%
China	33%	0%	26.7%
Colombia	0%	33%	6.7%
Czech Republic	67%	100%	73.3%
Egypt	0%	33%	6.7%
Hungary	67%	100%	73.3%
India	0%	100%	20.0%
Indonesia	0%	33%	6.7%
Israel	33%	67%	40.0%
Jordan	33%	33%	33.3%
Korea (Republic of)	33%	100%	46.7%
Malaysia	0%	33%	6.7%
Mexico	33%	67%	40.0%
Morocco	33%	67%	40.0%
Pakistan	0%	67%	13.3%
Peru	33%	100%	46.7%
Philippines	33%	100%	46.7%
Poland	33%	100%	46.7%
Russia	0%	33%	6.7%
South Africa	33%	100%	46.7%
Sri Lanka	33%	67%	40.0%
Taiwan	33%	100%	46.7%
Thailand	33%	67%	40.0%
Turkey	33%	33%	33.3%
Venezuela	33%	67%	40.0%

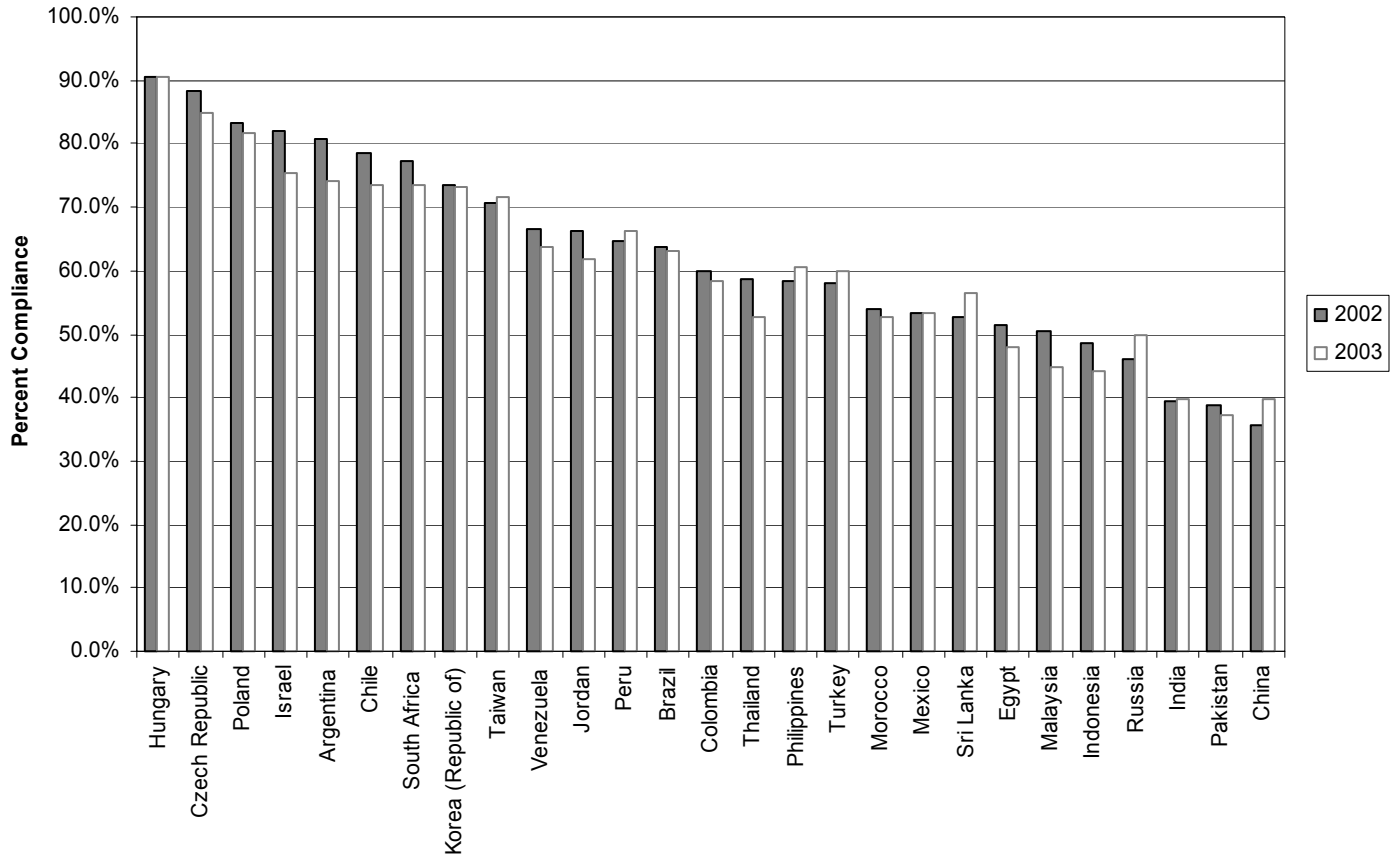
7. Implementation Effectiveness: Subcategory Percentages

This category details the points for each subcategory under Implementation Effectiveness, which were weighted and combined to establish the final score for the Implementation category (see Table 2).

Subcategory	Convention-Related Implementation				Conditions of Work Implementation	Contract Labor Deduction
Section Points and Weighting	Freedom of Assoc. (out of 4)	Forced Labor (out of 4)	Child Labor (out of 4)	Equality (out of 4)	Conditions of Work (out of 4)	
Country	<i>Each section equally weighted at 20% of total</i>					
Argentina	3.33	4.00	2.60	1.55	2.00	
Brazil	3.33	2.00	1.20	2.23	1.00	
Chile	2.33	4.00	4.00	2.89	3.00	
China	0.25	1.40	2.00	2.00	0.00	
Colombia	2.33	3.40	2.60	1.55	2.00	
Czech Republic	3.67	4.00	4.00	2.89	3.00	
Egypt	1.00	3.40	1.20	1.55	1.00	
Hungary	3.67	4.00	4.00	4.00	3.00	
India	1.75	0.60	0.60	2.00	0.00	
Indonesia	0.75	2.00	0.60	1.55	0.00	
Israel	3.67	4.00	4.00	1.79	3.00	-1
Jordan	1.00	3.40	4.00	2.00	2.00	-1
Korea (Republic of)	2.67	4.00	4.00	2.00	4.00	-1
Malaysia	1.67	3.40	2.60	1.55	2.00	-1
Mexico	0.75	3.40	0.60	2.45	1.00	-1
Morocco	1.67	2.00	2.60	2.00	1.00	
Pakistan	1.75	0.60	0.60	2.00	1.00	
Peru	3.33	3.40	1.20	2.45	2.00	
Philippines	1.75	4.00	1.20	1.79	1.00	
Poland	3.33	4.00	3.40	4.00	3.00	
Russia	2.00	1.40	2.60	1.11	0.00	
South Africa	3.67	3.40	2.60	2.89	2.00	-1
Sri Lanka	2.00	4.00	2.60	1.55	0.00	
Taiwan	1.25	4.00	4.00	3.11	3.00	-1
Thailand	2.00	4.00	0.60	2.00	1.00	-1
Turkey	2.00	4.00	2.60	2.00	0.00	
Venezuela	1.33	4.00	2.60	2.00	1.00	

8. Comparison of Country Performance in 2002 and 2003

Country Rankings: 2002 and 2003



APPENDIX A: PROJECT STAFF AND STEERING COMMITTEE

Project Staff

Project Supervisor: Dan Viederman

Project Coordinator: Erin Klett

Latin America Regional Coordinator: Gabriela Delgadillo

Desk Researcher: Levy Schroeder

China Researcher: Wenjuan Yao

Report Editors: Vanessa Bistarelli, Ida Monzon and Emily West

Steering Committee

Marie Apostol, *Southeast Asia Regional Coordinator*

Sonali Gunasekera, *South Asia Regional Co-Coordinator*

Dr. Aqueel Khan, *India Representative*

Sayeeda Khan, *South Asia Regional Co-Coordinator*

Dan Viederman, *Managing Director*

Heather White, *Executive Director*

Qing Zhang, *China Director*

APPENDIX B: SCORING AND WEIGHTING

A. Overview

To provide uniformity and consistency across study years, Verité in-country and desk researchers used the scoring and weighting mechanisms from 2002 (which were, in turn, the same as those for 2001 with a few minor exceptions). Countries were scored on topics related to freedom of association and collective bargaining, forced labor, child labor, equality/discrimination and conditions of work.

For each area of concern, countries were rated on:

- Ratification of the eight core International Labor Organization (ILO) conventions (*Ratification Status of ILO Conventions*)
- Concordance of country laws and regulations with ILO core conventions and international norms (*Laws and Legal System*)
- Capacity of country enforcement and inspection mechanisms to monitor and enforce laws and policies on labor standards; and capacity of in-country non-governmental organizations to operate in an unrestricted fashion in their involvement in social issues (*Institutional Capacity*)
- Actual level of compliance with or violations of the standards of the eight ILO core conventions, as well as international norms for conditions of work (*Implementation Effectiveness*)

Categories were weighted in order to give highest importance to the documented presence of problems or violations rather than to laws or institutions that a government has developed to address the problems. Within this weighting framework, a high rate of child labor reduces a country's rating more than a set of excellent child labor laws increases it. Thus on-the-ground impact is more important in this analysis than government action that may or may not result in measurable change. Ratification of ILO core conventions is considered a foundation and represents an important public commitment on the part of governments. But, as is clear from the project findings, ILO ratification frequently coexists with serious problems. For that reason, convention ratifications received the lowest weighting in the scoring system.

To determine a country's final score, categories were weighted as follows:

- *Ratification Status of ILO Conventions*: 10% of the country's final score
- *Laws and Legal System*: 25% of the country's final score
- *Institutional Capacity*: 15% of the country's final score
- *Implementation Effectiveness*: 50% of the country's final score

A system of weighting was also used in determining country scores for individual categories. See the table below for more information on weighting within categories.

STRUCTURE OF SCORING		
Category	Subcategory	Section
ILO Conventions (10% of total score)		Each of eight conventions worth equal amount
Laws and Legal System (25% of total score)	Convention-Related Issues (75% of category)	<ul style="list-style-type: none"> • Freedom of Association (25% of subcategory) • Forced Labor (25% of subcategory) • Child Labor (25% of subcategory) • Equality/Discrimination (25% of subcategory)
	Conditions of Work (25% of category)	
Institutional Capacity (15% of total score)	Governmental Capacity (80% of category)	
	Non-Governmental Capacity (20% of category)	
Implementation Effectiveness (50% of total score)	Convention-Related Issues (80% of category)	<ul style="list-style-type: none"> • Freedom of Association (20% of category) • Forced Labor (20% of category) • Child Labor (20% of category) • Equality/Discrimination (20% of category)
	Conditions of Work (20% of category)	<ul style="list-style-type: none"> • Health and Safety Conditions (50% of subcategory) • Wage Conditions (50% of subcategory)

B. Scoring Criteria

This section contains details on the definition and scoring for the four categories used in this study: Ratification Status of ILO Conventions, Laws and Legal System, Institutional Capacity, and Implementation Effectiveness.

1. Ratification Status of ILO Conventions

Percent of Final Score: 10%; Possible Points⁷: 4

For each of the 27 countries in the study, researchers examined whether the eight International Labor Organization (ILO) conventions considered by the ILO to be fundamental (or “core”) conventions – those that are “fundamental to the rights of human beings at work” – have been ratified.⁸ For each convention ratified, a country received 0.5 points. Countries that ratified all eight conventions received a perfect score of 4 points. This category represents **Indicators 1-8**.

Table 3 shows the ratification status of the eight core ILO conventions for each of the 27 countries in the study, as well as the country scores awarded for this category.

2. Laws and Legal System

Percent of Final Score: 25%; Possible Points⁹: 10

For each of the 27 countries in this study, researchers explored in detail the country’s labor laws, assessing whether they were in concordance with ILO conventions and protected the labor rights defined in the conventions.

Analysis of legal standards was complex, due to the wide variation among national legal systems, as well as within national systems when executive decrees, regional laws and regulations were included. In all cases, Verité’s analysis incorporated prohibitions found in national constitutions in addition to those present in legal codes at the national level. Where possible, based on information available, prohibitions and protections provided by regional and local systems or detailed regulations were also evaluated.

In addition, Verité’s analysis was complicated by the varying number of legal areas addressed by the different ILO core conventions. Differing levels of complexity in the various conventions meant that the number of questions needed to evaluate each area of law varied. For example, the ILO freedom of association and collective bargaining conventions contain numerous articles addressing the right to organize independently, to bargain collectively, to form federations and to be protected from anti-union discrimination, among others. On the other hand, ILO conventions on child labor, forced labor and equality/discrimination are more straightforward.

⁷ Out of a total of 40 for all four categories.

⁸ See Section II.B, “Definitions and Benchmarks for International Labor Standards,” for a list of the ILO’s eight core conventions.

⁹ Out of a total of 40 for all four categories.

Further complicating the analysis was the general nature of much of the legislation under review. In several countries, for example, forced labor is addressed in the national constitution but not mentioned in the legal code.¹⁰ For most of these countries, forced labor was not found to be significant problem, which may explain the absence of specific legislation. Full points were awarded where forced labor is outlawed either in the national constitution or in general terms within the legal code.

In addition, scoring laws and legislation needs equitably to assess laws that exist in widely varying social contexts. Of particular difficulty were laws that restrict women's freedom to work in ways that are intended, in a culturally specific manner, to enhance women's security and well-being. In 15 of the countries under study, women are legally excluded from working in certain jobs in situations that legislators identified as socially unacceptable or physically hazardous.¹¹ Though intended to be protective of women, such laws contravene the broad freedoms that the ILO intended for women to have in choosing their place of work. This study – following the ILO's stated position¹² – considered such laws to be a “minor deficiency” in a woman's freedom to choose her place of work.

After adjusting for the inherent difficulties above, Verité researchers analyzed national laws in detail, awarding points on some topics and deducting points on others.

2a. Convention-Related Topics

Topics related to the ILO core conventions (i.e., freedom of association and collective bargaining, forced labor, child labor, and equality/discrimination) were treated as one group, *Convention-Related Legislation*. A percentage of the total possible points for each convention area was calculated, and the sums of the percentages for all convention areas were averaged to obtain an overall percentage for convention-related legislation. Convention-related legislated was then weighted as 75% of the total laws and legal system category score.

Researchers awarded between 0 and 3 points for topics related to freedom of association and collective bargaining, forced labor, child labor, and equality/discrimination:

¹⁰ In Turkey, for example, where forced labor is prohibited by Article 18 of the Constitution; or in South Africa, where Section 13 of the Constitution outlaws “slavery, servitude or forced labor.” In Hungary, similarly, forced labor is prohibited under the Constitution without apparent amplification by the legal code.

¹¹ Countries whose laws include these restrictions are: China, Colombia, Czech Republic, Egypt, Hungary, Indonesia, Jordan, Korea, Malaysia, Morocco, Poland, Russia, Sri Lanka, Thailand and Turkey.

¹² See *Direct Request* of the Committee of Experts on the Application of Conventions and Recommendations to the Russian Federation (Convention 111), 2000/71st Session; *Direct Request* to Jordan (Convention 111), 1999/70th Session; and *Direct Request* to Morocco (Convention 111), 1999/70th Session. These Direct Requests outline the Committee's findings on laws that, among other things, restrict women's freedom to work in all sectors and jobs. In these three cases the Committee recommended that the restrictions in national legislation be reconsidered. The absence of Direct Requests for other countries can not be taken as evidence that the ILO accepts these specific practices.

- 3 points were awarded to a country whose laws were judged to offer full protection for the labor right defined in the ILO convention;
- 2 points were awarded to a country whose laws offered protection with only minor deficiencies (partial protection);
- 1 point was awarded to a country whose laws offered protection with significant deficiencies (partial contradiction); and
- 0 points was awarded to a country whose laws offered no protections or whose laws expressly and fully contradicted the labor right.

Freedom of Association and Collective Bargaining

The following issues were considered:

- **Indicator 9:** Workers' organizations have the right to draw up constitutions and rules, freely elect their representatives, organize their administration and activities, and formulate their programs, as defined in ILO Convention 87.
- **Indicator 10:** Workers' organizations are protected from governmental interference and from being dissolved or suspended by administrative authority, as defined in ILO Convention 87.
- **Indicator 11:** Workers' organizations are freely able to join international labor organizations, as defined in ILO Convention 87.
- **Indicator 12:** Workers are protected from discrimination if they join a labor union or participate in union activities outside working hours, as defined in ILO Convention 98.
- **Indicator 13:** Workers' organizations are free from interference by and are able to be independent of employers' organizations and businesses, as defined in ILO Convention 98.
- **Indicator 14:** Measures are taken to encourage negotiation between workers' organizations and employers' organizations through collective bargaining and the use of collective agreements, as defined in ILO Convention 98.
- **Indicator 15:** The right to strike is protected by law. (For this topic, between 2 and 0 points was awarded: 2 points if the country's legal system provided no or few restrictions on the right to strike; 1 point if the legal system provided significant restrictions; and 0 points if the legal system nearly or totally prohibited the right to strike.)

Forced Labor

The following issues were considered:

- **Indicator 16:** Forced labor is illegal, as defined in ILO Convention 29.
- **Indicator 17:** Forced labor is illegal as a means of political and labor punishment, as defined in ILO Convention 105.

Child Labor

The following issues were considered:

- **Indicator 18:** Child labor is illegal as defined in ILO Convention 138.
- **Indicator 19:** Child labor is illegal as defined in ILO Convention 182.

Equality of Opportunity and Treatment

The following issues were considered:

- **Indicator 20:** Workers' equality of opportunity and treatment in employment is protected, as defined in ILO Convention 111.
- **Indicator 21:** Equal remuneration among women and men for work of equal value is ensured by law, as defined in ILO Convention 100.

2b. Conditions of Work

Legislation on conditions of work shows great variation among countries. Verité's approach to scoring for conditions of work legislation was straightforward, not attempting to measure, for example, the adequacy of minimum wages against living wages.¹³ Countries received points for the existence of legislation relating to four key areas of concern, listed below. Absence of legislation meant no points.

Points were awarded on each of the following topics related to conditions of work:

- **Indicator 22:** Laws, legal provisions and/or regulations establishing a minimum wage.
- **Indicator 23:** Laws legal provisions and/or regulations that regulate hours of work and overtime.
- **Indicator 24:** Laws legal provisions and/or regulations protecting the health and safety of workers.
- **Indicator 25:** Laws outlawing sexual harassment.

2c. Deduction: Freedom of Association

The overall score for legislation could be reduced by one additional factor. The suspension of laws related to freedom of association in export processing zones (so-called EPZs, also known as free trade zones or export promotion zones) or in "pioneer" industries, resulted in a deduction of one-half point from the weighted category total.

Points were deducted according to the following indicator:

- **Indicator 26:** Freedom of Association laws suspended (entirely or in part) in Export Processing Zones, or in specified sectors such as "pioneer industries."

¹³ Though comparing minimum wages with living wages would be a valuable inquiry, it would require far more time than was available during this project. Furthermore, for the purposes of this assessment, it seems clear that minimum wages in most countries surveyed would fall short of both actual average wages and a living wage.

The percent compliance levels for Convention Related Topics and Conditions of Work were weighted and combined, to yield an aggregate measure of compliance in the Laws and Legal System category, expressed both in points (see Table 2) and as a percentage (see Table 4).

3. Institutional Capacity

Percent of Final Score: 15%; Possible Points¹⁴: 6

For each of the 27 countries in the study, researchers examined whether the country has sufficient institutional capacity to monitor and enforce its labor laws and whether non-governmental organizations (NGOs) in the country exist and are able to operate without legal or informal restrictions.

Countries were awarded between 0 and 3 points based on the assessment of their governmental and NGO capacities.

3a. Governmental Capacity

Points were assessed according to the following indicator:

- **Indicator 27:** Effectiveness of governmental capacity to develop, monitor, correct and implement labor laws.
- 3 points were awarded to a country judged as having strong institutional capacity;
- 2 points were awarded to a country with effective institutional capacity but significant holes in effectiveness;
- 1 point was awarded to a country judged to have institutional capacity of limited effectiveness; and
- 0 points were awarded to a country judged as having seriously limited or ineffective institutional capacity.

To assess governmental capacity, Verité analysts used a variety of sources, including in-country interviews; statistical data regarding budgets, personnel and factory inspections; and proprietary reports from audits carried out by Verité. Among the factors considered were:

- Breadth of administrative coverage within enforcement departments
- Adequacy of personnel and budgets compared to number of workplaces
- Frequency and adequacy of inspections
- Scale and frequency of labor-related corruption
- Severity and frequency of penalties levied for violations
- Adequacy and effectiveness of grievance mechanisms

¹⁴ Out of a total of 40 for all four categories.

3b. Non-Governmental Organization Capacity

Points were assessed according to the following indicator:

- **Indicator 28:** Lack of legal and de facto restrictions on involvement of NGOs in social issues, with particular reference to labor issues.
- 3 points were awarded to a country judged as having no significant restrictions on the ability of NGOs to operate in society;
- 2 points were awarded to a country with restrictions that prevent NGOs from addressing some key issues;
- 1 point was awarded to a country with significant restrictions that prevent NGOs from operating freely on many issues, or which put NGOs under undue government control in significant ways;
- 0 points were awarded to a country in which NGOs are almost completely restricted in their operations.

In assessing NGO capacity, Verité researchers did not attempt to evaluate the effectiveness of NGOs at advocating, monitoring, and helping victims or otherwise affecting national policy and practice on labor issues, but rather assessed whether NGOs are legally or informally restricted from doing so.

Countries with strong governmental and NGO capacities received a perfect score of 6 points. Scores were converted to percentages, as shown in Table 6. Percentages for governmental and NGO capacity were each weighted and then combined to arrive at a final percentage for Institutional Capacity, also shown in Table 6. This percentage was applied to the total points possible for the Institutional Capacity category, thus yielding the final score for Institutional Capacity, as shown in Table 2.

4. Implementation Effectiveness

Percent of Final Score: 50%; Possible Points¹⁵: 20

This last section, worth half of the total score, focuses on the implementation of prohibitions of abusive labor practices. It is likewise divided among several areas of labor practice. The four convention areas and conditions of work are all equally weighted at 20% of this category.

In evaluating effectiveness of implementation, the study focused on the nature of the problems and the quality of governmental responses. The most important indicators for this section were the scale of the problems themselves. Scores were reduced where labor violations such as child or forced labor exist in significant numbers; where freedom of association and collective bargaining are curtailed; where discrimination on the basis of gender, religion and/or ethnicity is severe and/or commonplace; or where violations of wage or health and safety laws are frequent. Points were deducted where foreign contract

¹⁵ Out of a total of 40 for all four categories.

labor was judged to be an issue of significant concern and where non-formal restrictions on labor rights were present in EPZs.

Governmental responses to these problems were examined for the areas of child labor and forced labor. Assessments were made of the number and range of programs that governments supported to address specific problems and of the effectiveness of these programs. A combined score reflecting the level of activity and effectiveness was derived from these assessments.

Points were assessed for each of the following topics related to freedom of association and collective bargaining, forced labor, child labor, equality/discrimination, and conditions of work.

4a. Freedom of Association and Collective Bargaining

Researchers awarded between 0 and 3 points for the following three topics:

Indicator 29: Independence of trade unions

- 3 points: multiple unions are able to organize workers without government interference.
- 2 points: multiple unions are able to organize workers in most cases without government interference.
- 1 point: unions are closely affiliated with governmental bodies or political organizations.
- 0 points: unions are effectively controlled by government.

Indicator 30: Non-Formal Restrictions

This indicator measures non-formal restrictions (i.e., restrictions not codified in law) on workers' rights to establish and join organizations of their choosing, including non-formal business interference; a lack of enforcement of rights that effectively results in restrictions is also considered.

- 3 points: rare or insignificant non-formal restrictions.
- 2 points: restrictions of limited impact.
- 1 point: moderately significant restrictions.
- 0 points: significant restrictions.

Indicator 31: Collective Bargaining

This indicator measures the extent to which collective bargaining is allowed to occur in the unionized sector without government or business interference.

- 3 points: collective bargaining is widely used and generally effective.
- 2 points: collective bargaining is used in limited circumstances and/or with some limitations.
- 1 point: collective bargaining is used with significant limitations.
- 0 points: collective bargaining is ineffective and/or not widely used.

Researchers deducted points according to the following category:

Indicator 32: Deduction: Freedom of Association

Possible Deductions: 25% of Freedom of Association score

This indicator measures de facto weakening or suspension of freedom of association in EPZs, whether as the result of formal suspensions or informal agreements among tenants of EPZs and government agencies.

- 25% of the total points awarded for Freedom of Association were deducted if a country does not extend freedom of association to its Export Processing Zones (EPZs).

4b. Forced Labor

Researchers awarded between 0 and 2 points for the following two topics:

Indicator 33: Scale of Forced Labor

This indicator measures estimated per capita scale of forced labor overall in the country.

- 2 points: scale of forced labor is small or non-existent.
- 1 point: scale of forced labor is moderate.
- 0 points: scale of forced labor is large.

Indicator 34: Government Activities and Effectiveness: Forced Labor

This indicator measures the level of governmental activity and effectiveness in addressing forced labor.

- 2 points: government is active and effective.
- 1 point: government is somewhat active and effective.
- 0 points: government activity is limited, or inactive and ineffective.

4c. Child Labor

Indicator 35: Scale of Child Labor

This indicator measures estimated per capita scale of child labor overall in the country.

- 2 points: scale of child labor is small or non-existent.
- 1 point: scale of child is moderate.
- 0 points: scale of child labor is large.

Indicator 36: Government Activities and Effectiveness: Child Labor

This indicator measures the level of governmental activity and effectiveness in addressing child labor.

- 2 points: government is active and effective.
- 1 point: government is somewhat active and effective.
- 0 points: government activity is limited, or inactive and ineffective.

4d. Equality

Indicator 37: Scale of Unequal Remuneration

This indicator measures estimated scale of unequal remuneration between men and women overall in the country.

- 2 points: scale of unequal remuneration between men and women is small/rare.
- 1 point: scale of unequal remuneration between men and women is moderate/occasional.
- 0 points: scale of unequal remuneration between men and women is significant/common across industries.

Indicator 38: Government Activities and Effectiveness: Non-Gender Discrimination

This indicator measures the level of governmental activity and effectiveness in addressing non-gender discrimination.

- 3 points: government is active in ensuring equality and lack of discrimination in opportunity for employment among demographic groups, not including gender discrimination.
- 2 points: government is somewhat active in ensuring equality and lack of discrimination in opportunity for employment among demographic groups, not including gender discrimination.
- 1 point: government is inactive in ensuring equality and lack of discrimination in opportunity for employment among demographic groups, not including gender discrimination.
- 0 points: government policies have exacerbated and/or provided a framework for the problem of non-gender discrimination in opportunity for employment to persist.

Indicator 39: Government Activities and Effectiveness: Gender Discrimination

This indicator measures the level of governmental activity and effectiveness in addressing gender-based discrimination, including equality of remuneration between men and women.

- 3 points: government is active in ensuring equality and lack of discrimination in opportunity for employment among men and women.
- 2 points: government is somewhat active in ensuring equality and lack of discrimination in opportunity for employment among men and women.
- 1 point: government is inactive in ensuring equality and lack of discrimination in opportunity for employment among men and women.
- 0 points: government policies have exacerbated and/or provided a framework for the problem of gender-based discrimination in opportunity for employment to persist.

4e. Conditions of Work

Indicator 40: Health and Safety

This indicator measures government effectiveness in implementing health and safety laws.

- 2 points: implementation of health and safety laws is effective.
- 1 point: implementation of health and safety laws is effective, with some significant holes in effectiveness (violations common).
- 0 points: implementation of health and safety laws is ineffective (violations widespread).

Indicator 41: Wages and Hours of Work

This indicator measures government effectiveness in implementing laws related to wages and hours of work.

- 2 points: implementation of laws relating to wages and hours of work is effective.
- 1 point: implementation of laws relating to wages and hours of work is effective, with some significant holes in effectiveness (violations common).
- 0 points: implementation of laws relating to wages and hours of work is ineffective (violations widespread).

4f. Deduction: Contract Labor

Possible Deduction: 1 point from the total Implementation Effectiveness score

This indicator measures the extent of contract labor. One point was deducted from the final score for Implementation if a country does not extend labor protections to foreign contract workers. The following benchmark for contract labor was used:

- **Indicator 42:** Significant population of foreign contract laborers with widespread abuses of labor laws and good labor practices. For example, foreign contract workers are frequently denied freedom of movement; and often illegally, and more frequently than the general working population, face wage discrimination, limited job opportunities, barriers to union formation or affiliation, sexual harassment, mandatory pregnancy testing and physical abuse.

Point scores for each of the four categories (Ratifications, Laws and Legal System, Institutional Capacity, and Implementation Effectiveness) were combined to provide a final country total (see Table 2). This score was then expressed as a percentage of the total points possible for that country (see Table 1).¹⁶

¹⁶ The total points possible for all countries except Taiwan is 40; the total points possible for Taiwan is 36, because Taiwan is not a member of the UN and therefore is not eligible for ILO membership and cannot ratify ILO conventions. Thus Taiwan was not assessed in the Ratification category.

APPENDIX C: LIST OF SOURCES

Listed below are sources of data that were important for the research in many or all countries. Country-specific sources are listed on the following pages.

This study utilized a combination of in-country and desk research. The results of the in-country research were presented in confidential reports to Verité. In-country reports incorporated the findings of confidential interviews with government, business, labor union and non-governmental representatives; as well as document research of publications available at the country level. These documents are listed in the individual country bibliographies.

A further important source for most countries were reports of Verité audits. As these were done confidentially for Verité clients, they are not listed separately as sources. In all countries where Verité has audit experience, these reports are listed as a set.

Important General Sources Of Data Used In The Emerging Markets Research Project

Amnesty International

Report 2003. Available from World Wide Web:
(<http://web.amnesty.org/report2003/index-eng>).

Report 2002. Available from World Wide Web:
(<http://web.amnesty.org/web/ar2002.nsf/home/home?OpenDocument>).

Report 2001. Available from World Wide Web:
(<http://web.amnesty.org/web/ar2001.nsf/home/home?OpenDocument>).

Asia Monitor Resource Center. (<http://www.amrc.org.hk/archive.htm>).

Bolin, Richard L. and Robert C. Haywood. "World Association of Fair Trade Zones and Export Processing Zones: Comments and Questions." Available from World Wide Web: (<http://www.wepza.org/behindthewire/bh001010.htm>).

Coalition Against Trafficking in Women. *The Factbook on Global Sexual Exploitation*. Donna M. Hughes, Laura Joy Sporcic, Nadine Z. Mendelsohn, Vanessa Chirgwin, eds. Coalition Against Trafficking in Women, 1999.

Deininger, Klaus and Lyn Squire. "Measuring Income Inequality: A New Database." World Bank. Washington, DC, 2001. Available from World Wide Web: (<http://www.worldbank.org/research/growth/dddeisqu.htm>).

Freedom House

Annual Survey of Freedom 2002. Available from World Wide Web:
(<http://www.freedomhouse.org/ratings/index.htm>).

Annual Survey of Freedom 2001. Available from World Wide Web:
(<http://www.freedomhouse.org/ratings/index.htm>).

Global March Against Child Labour. *Out of the Shadows: A Worldwide Report on the Worst Forms of Child Labour*. 2000. Available from World Wide Web:
(<http://globalmarch.org/worstformsreport/index.html>).

Human Rights Watch

World Report 2003. Available from World Wide Web:
(<http://www.hrw.org/wr2k3>).

World Report 2002. Available from World Wide Web:
(<http://www.hrw.org/wr2k2/>).

World Report 2001. Available from World Wide Web:
(<http://www.hrw.org/wr2k1/>).

International Confederation of Free Trade Unions

Annual Survey of Violations of Trade Union Rights 2003. Available from World Wide Web: (<http://www.icftu.org/survey2003.asp?language=EN>).

Annual Survey of Violations of Trade Union Rights 2002. Available from World Wide Web: (<http://www.icftu.org/survey2002.asp?language=EN>).

Annual Survey of Violations of Trade Union Rights 2001. Available from World Wide Web: (<http://www.icftu.org/www/pdf/survey2001en.pdf>).

Annual Survey of Violations of Trade Union Rights 2000. Available from World Wide Web: (<http://www.icftu.org/www/pdf/survey2000en.pdf>).

International Labor Organization

Article 22 Reports. Available from World Wide Web:
(<http://webfusion.ilo.org/public/db/standards/normes/appl/index.cfm?lang=EN>)

ATLAS: Labour Administration Informal System. Geneva: ILO, 2001. Available from World Wide Web:
(<http://www.ilo.org/public/english/dialogue/govlab/admitra/atlas/index.htm>).

Bureau of Statistics. *Yearbook of Labor Statistics*. Geneva: ILO, 2000.

CISDOC/CISILO: The CIS Bibliographic Database. ILO Health and Safety Database. Available from World Wide Web:
(<http://www.ilo.org/public/english/protection/safework/cis/products/cisdoc.htm>).

Committee on the Freedom of Association. Cases. Available from World Wide Web:
(<http://webfusion.ilo.org/public/db/standards/normes/libsynd/index.cfm?lang=EN>)

Committee on the Application of Conventions and Ratifications. Direct Requests and Observations. Available from World Wide Web:
(<http://webfusion.ilo.org/public/db/standards/normes/appl/index.cfm?lang=EN>)

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